

Gender Policy



ARS-Bangladesh

Head Office:

ARS- Bangladesh Bhaban House#
230, Kismot Noapara Uposhohor,
Jashore-7400, Bangladesh.
Phone: +8802 477760330
E-mail: info@arsbd.org

Dhaka Office:

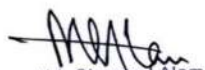
Lake View, Flat # 3B, House# 38
Road# 04, Shamoli, Dhaka-1207.
Phone: +88 02 223314100
E-mail: ed@arsbd.org
development@arsbd.org

ICT Institute & Training Center:

ARS- Bangladesh Complex
Zoghati, Jashore Sadar
Jashore-7400.
Phone: +88 01855 962727
Email: training@arsbd.org

Contents

1. Introduction	3
2. Purpose	3
3. Objectives	3
4. Principles.....	4
5. Key Areas of Focus.....	4
6. Implementation Strategy.....	5
7. Roles and Responsibilities	6
8. Monitoring and Evaluation	6
9. Conclusion	7


Md. Shamsul Alam
Executive Director
ARS-Bangladesh



1. Introduction

ARS-Bangladesh is committed to promoting gender equality and empowering all individuals, regardless of gender, to fully participate in and benefit from the organization's programs and initiatives. This policy outlines ARS-Bangladesh's approach to integrating gender considerations into its operations, ensuring that gender equality is a fundamental principle guiding all activities.

2. Purpose

The purpose of this Gender Policy is to establish a framework that promotes gender equality and ensures that all ARS-Bangladesh programs, policies, and practices are inclusive and equitable. This policy aims to create an environment where everyone, irrespective of gender, can thrive and contribute to the organization's mission of empowering marginalized and underprivileged communities.

3. Objectives

1. Promote Gender Equality:

- Ensure equal opportunities for all genders in accessing resources, services, and decision-making processes.
- Address and eliminate gender-based discrimination and barriers within the organization and its programs.

2. Empower Women and Girls:

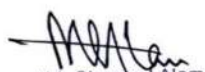
- Implement programs and initiatives that specifically aim to empower women and girls, enhancing their socio-economic status and leadership capacities.
- Support women's rights and advocate for gender justice in all aspects of the organization's work.

3. Integrate Gender Perspectives:

- Incorporate gender analysis and considerations into the planning, implementation, monitoring, and evaluation of all programs and projects.
- Ensure that gender issues are systematically addressed in all organizational policies and practices.

4. Raise Awareness and Build Capacity:

- Increase awareness among staff, volunteers, partners, and beneficiaries about the importance of gender equality.


Md. Shamsul Alam
Executive Director
ARS-Bangladesh



- Provide training and capacity-building opportunities to enhance gender sensitivity and competence.

4. Principles

1. Equity and Fairness:

- Treat all individuals equitably and fairly, recognizing and addressing the different needs and challenges faced by different genders.

2. Participation and Inclusion:

- Ensure meaningful participation of all genders in decision-making processes and program activities.
- Promote the inclusion of marginalized and vulnerable groups, including women, girls, and gender minorities.

3. Non-Discrimination:

- Prohibit all forms of gender-based discrimination, harassment, and violence within the organization and in its programs.

4. Accountability and Transparency:

- Maintain accountability and transparency in implementing and monitoring the Gender Policy.
- Ensure that mechanisms are in place for reporting and addressing gender-related grievances.

5. Key Areas of Focus

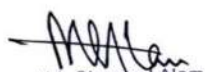
1. Organizational Culture and Leadership:

- Foster a culture of respect, equality, and inclusiveness within ARS-Bangladesh.
- Ensure that leadership at all levels demonstrates a strong commitment to gender equality.

2. Program Design and Implementation:

- Conduct gender analysis during the design phase of all programs to identify and address gender-specific needs and impacts.
- Implement gender-responsive programs that promote equal access to opportunities and resources.

3. Monitoring and Evaluation:


Md. Shamsul Alam
Executive Director
ARS-Bangladesh



- Integrate gender-sensitive indicators into monitoring and evaluation frameworks.
- Regularly assess the gender impact of programs and use the findings to improve gender responsiveness.

4. **Capacity Building and Training:**

- Provide ongoing training for staff, volunteers, and partners on gender equality and gender mainstreaming.
- Develop and disseminate resources and tools to support gender-sensitive programming.

5. **Advocacy and Partnerships:**

- Advocate for gender equality and women's rights at local, national, and international levels.
- Collaborate with other organizations, networks, and stakeholders to promote and advance gender equality.

6. **Implementation Strategy**

1. **Establish a Gender Equality Team:**

- Form a dedicated team responsible for overseeing the implementation of the Gender Policy and promoting gender equality across the organization.

2. **Develop Gender Action Plans:**

- Create specific action plans with clear objectives, activities, timelines, and responsibilities to operationalize the Gender Policy.

3. **Allocate Resources:**

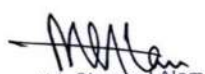
- Ensure adequate resources, both financial and human, are allocated to support gender equality initiatives.

4. **Conduct Gender Audits:**

- Regularly conduct gender audits to assess the organization's progress in implementing the Gender Policy and identify areas for improvement.

5. **Strengthen Reporting and Accountability Mechanisms:**

- Establish and maintain robust reporting mechanisms for gender-related issues and ensure accountability for addressing them.


 Md. Shamsul Alam
 Executive Director
 ARS-Bangladesh



7. Roles and Responsibilities

1. Board of Directors:

- Provide strategic oversight and ensure that gender equality is prioritized in the organization's mission and operations.
- Review and approve the Gender Policy and action plans.

2. Executive Director:

- Lead the implementation of the Gender Policy and ensure that gender considerations are integrated into all organizational activities.
- Report on progress and challenges related to gender equality to the Board of Directors.

3. Gender Equality Team:

- Coordinate and support the implementation of the Gender Policy.
- Provide technical assistance, training, and resources to staff and partners.
- Monitor and evaluate the effectiveness of gender equality initiatives.

4. Staff and Volunteers:

- Adhere to the principles and practices outlined in the Gender Policy.
- Participate in training and capacity-building activities to enhance gender sensitivity and competence.

5. Partners and Stakeholders:

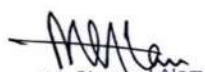
- Collaborate with ARS-Bangladesh in promoting gender equality and integrating gender perspectives into joint initiatives.
- Support and advocate for gender equality within their respective areas of influence.

8. Monitoring and Evaluation

2. Gender-Sensitive Indicators:

- Develop and use gender-sensitive indicators to monitor the progress and impact of gender equality initiatives.
- Regularly review and update these indicators to ensure their relevance and effectiveness.

3. Periodic Reviews:


Md. Shamsul Alam
Executive Director
ARS-Bangladesh



- Conduct periodic reviews of the Gender Policy and its implementation to identify successes, challenges, and areas for improvement.
- Use the findings to inform future strategies and actions.

4. Reporting:

- Prepare and disseminate regular reports on the organization's gender equality efforts and outcomes.
- Ensure transparency and accountability in reporting to stakeholders, including beneficiaries, donors, and partners.

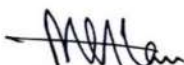
5. Feedback Mechanisms:

- Establish and maintain mechanisms for collecting and addressing feedback related to gender issues from staff, beneficiaries, and partners.
- Use feedback to continuously improve gender equality initiatives and practices.

9. Conclusion

ARS-Bangladesh's Gender Policy is a comprehensive framework designed to promote gender equality and empower all individuals, regardless of gender. By integrating gender perspectives into all aspects of the organization's work, ARS-Bangladesh aims to create an inclusive environment where everyone can contribute to and benefit from its programs and initiatives. This policy reaffirms ARS-Bangladesh's commitment to fostering a just, equitable, and inclusive society in Bangladesh.

Approved by:



Name: Md. Shamsul Alam

Title: Executive Director

Date: 25.09.2020

This draft policy outlines the core human rights standards ARS Bangladesh is committed to upholding. It ensures that all operations and activities are conducted in a manner that respects and promotes human dignity and rights.

